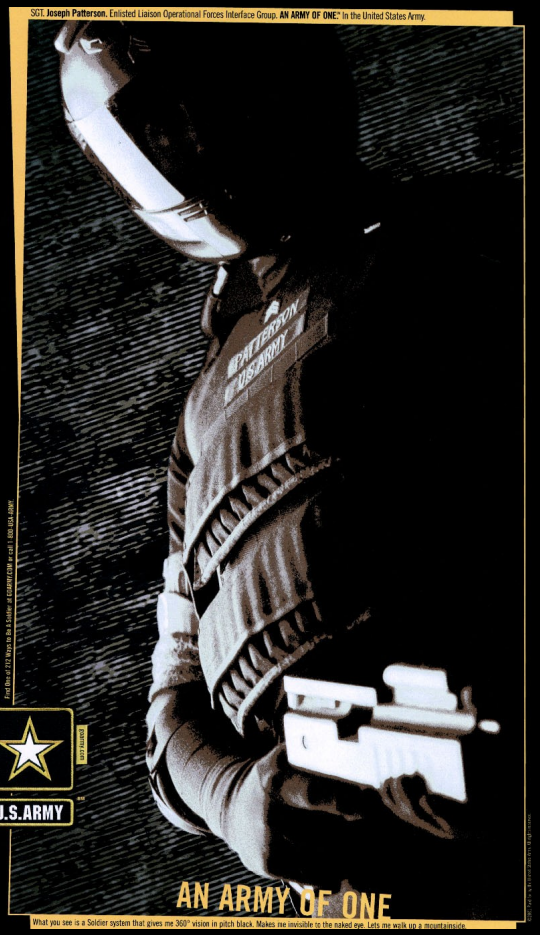
Retention Department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AN ARMY OF ONE
What you see is a Soldier system that gives me 360° vision in pitch black. Makes me invisible to the naked eye. Lets me walk up a mountainside.
U.S.ARMY

CAREER COUNSELOR

I AM AN ARMY OF ONE
Even though there are
1,045,650 soldiers
just like me, I am my
own force. With
technology, with
training, with support
Who I am has become
better than who I was.
And I'll be the first
to tell you, the might of
the U.S. Army doesn't
lie in numbers.
I AM AN ARMY OF ONE. AND YOU CAN SEE MY STRENGTH.
It lies in me.
U.S.ARMY

"We must immediately begin the process of re-examining and challenging our most basic institutional assumptions, organizational structures, paradigms, policies, and procedures to better serve our Nation. The end result of this examination will be a more relevant and ready force…" - The Way Ahead

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Current

Transformed

XXX
Army

XXX
CORPS

XX
DIV

X
BDE

BCT

Battles & Engagements

UEx

Primary Warfighter

JTF/JFLCC/ARFOR

Capable*

UEy

Army & Joint Support in AOR

JTF/JFLCC

Capable*

* With SJFHQ and Joint Manning Document

Functional array, not pure hierarchy

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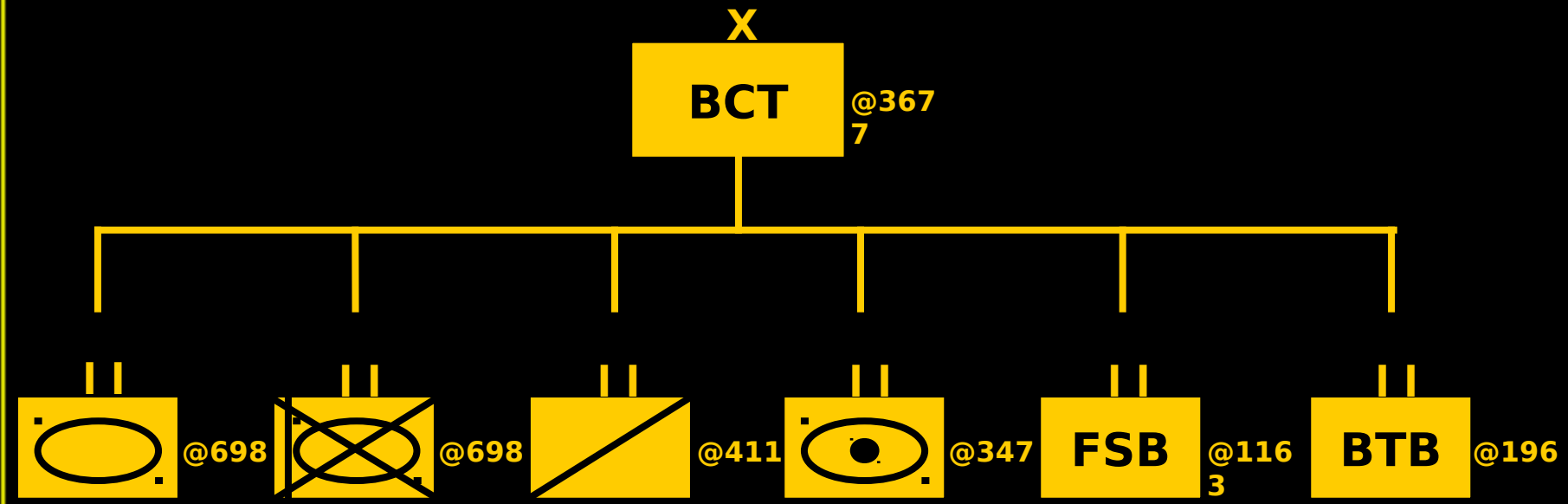
BCT



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How the Army Runs

Capability Requirement

D Doctrine
O Organizational Design
T Training Strategy
L Leadership & Education
P Soldier Attributes
F Facilities Support Requirements

↓

HQDA Approval

↓

Force Design Update

↓

USAFMSA Development
TOE

Army Modernization Plan
MOD

↓

Total Army Analysis
TAA

↓

POM Force

↓

MOTE / TDA
Authorization

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CONCEPT OF OPERATIONS

The Army Career Counseling System is designed to increase retention and reduce attrition by empowering Soldiers through counseling and mentoring.

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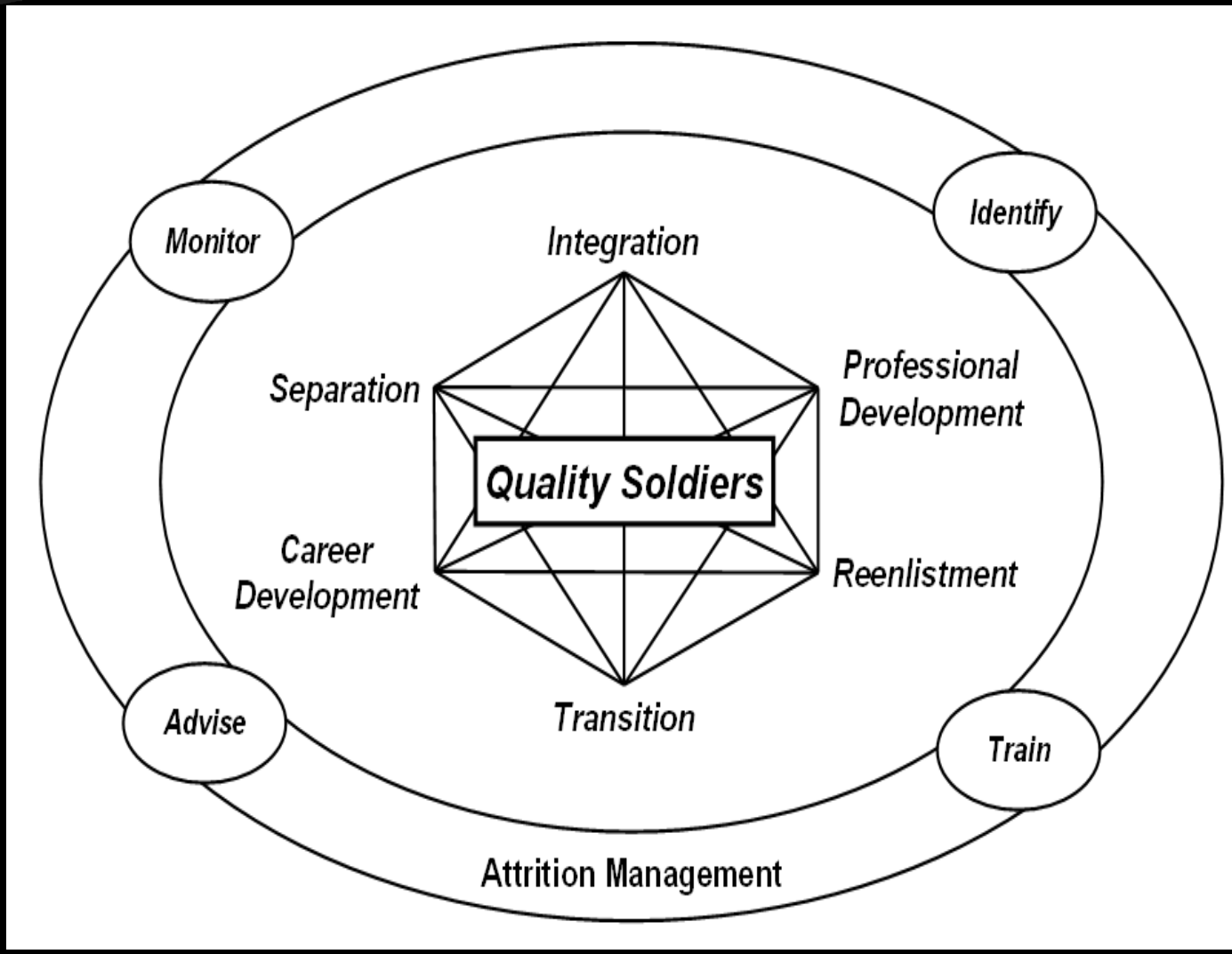
THE ARMY CAREER COUNSELING LIFE CYCLE



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LIFE CYCLE STAGES

- Integration
- Professional Development
- Reenlistment
- Transition
- Career Development
- Separation
- Attrition Management Band

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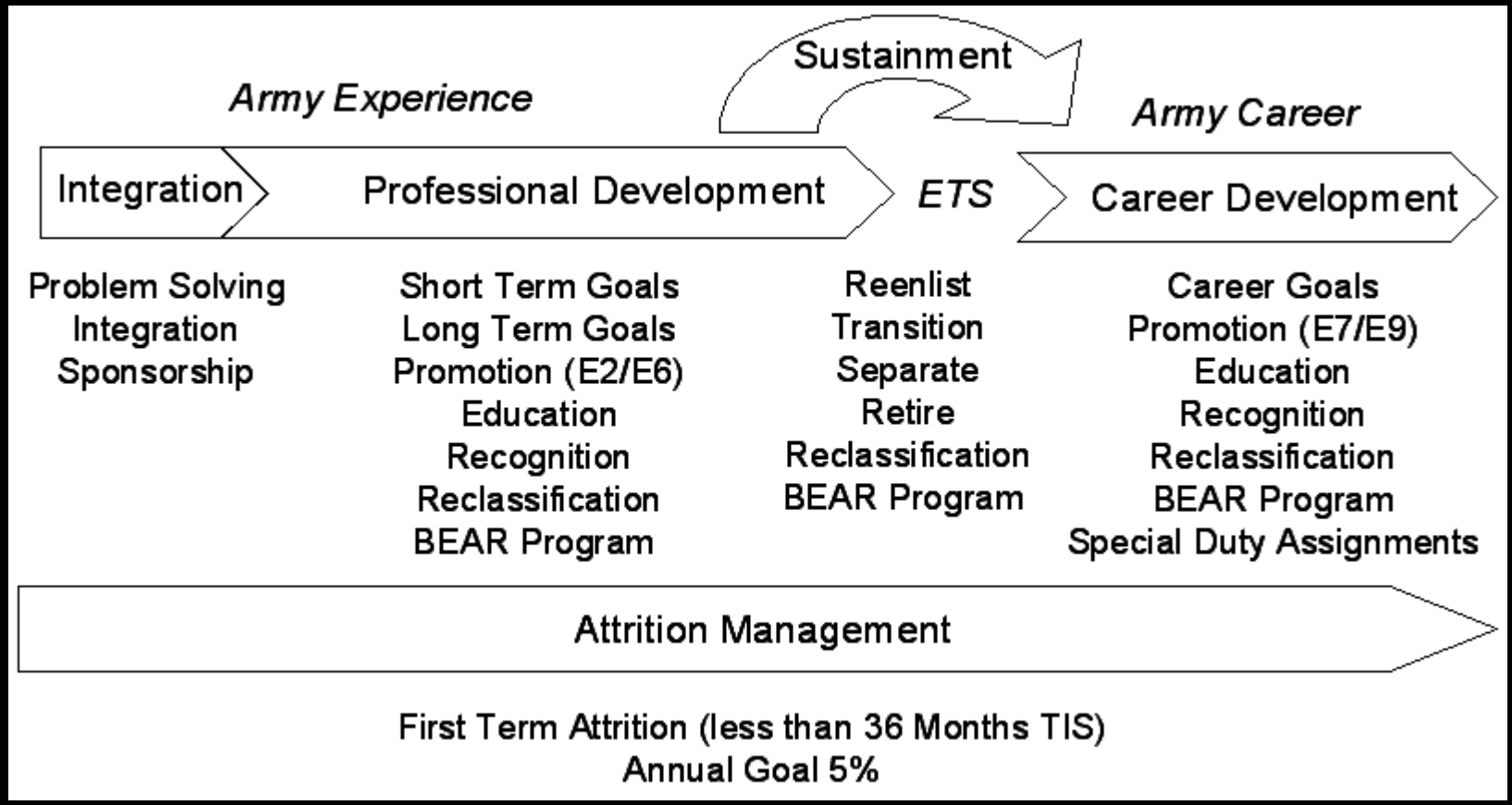
THE ARMY CAREER COUNSELING SYSTEM



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COUNSELING PHASES

- INTEGRATION PHASE
- PROFESSIONAL DEVELOPMENT PHASE
- SUSTAINMENT PHASE
- CAREER DEVELOPMENT PHASE
- ATTRITION MANAGEMENT

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CAREER COUNSELOR'S ROLE IN PREPARATION OF FULL SPECTRUM OPERATIONS

- All Career Counselors deploy with their units.
- The implementation of stop-loss and stop- movement does not eliminate the requirement for Career Counselors to deploy.
- The stop-loss program cannot be relied upon to maintain sufficient numbers of highly qualified Soldiers on a long-term basis.

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PREPARATION FOR DEPLOYMENT

Battalion

Brigade Combat Team (BCT)

Division (UEx)

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CAREER COUNSELOR'S ROLE IN SUPPORT OF FULL SPECTRUM OPERATIONS

RESPONSIBILITIES

Battalion

Brigade Combat Team (BCT)

Division (UEx)

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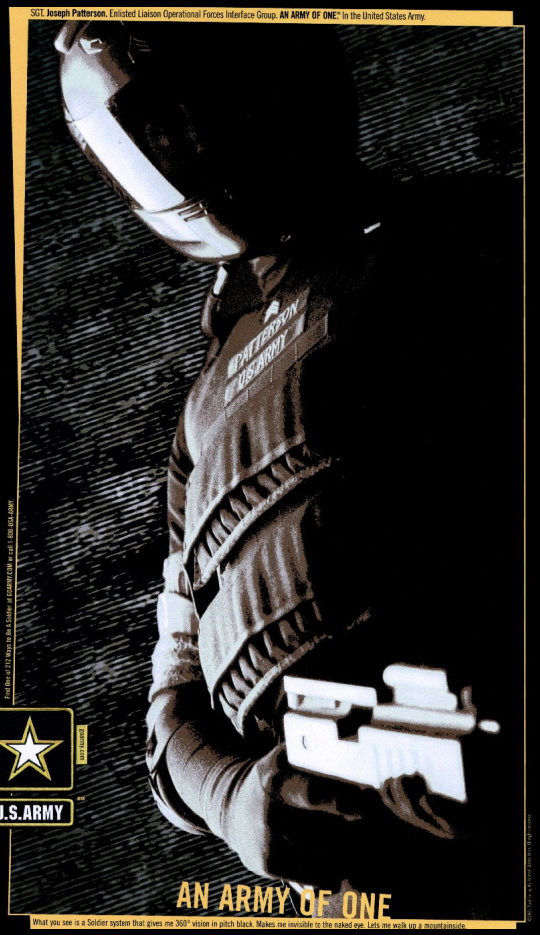
Retention Department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